Program Review Committee Training Brief

Colonel Lance Brendel
Director of Operations
10 Aug 99

Training Committee Brief

- Overview
  - CE Training Vision
  - Course Priorities
  - Other Issues

CE Training Vision

Purpose:

- **Brief PRC membership on the pillars of the Civil Engineer Training Vision, gain support for objectives and strategies, and address questions or concerns surfacing as a result of the briefing**

CE Training Vision

Multimedia Program Background

- Current “vision” approved by ILE in 1993
- Program objectives considered sound, but no formal strategic plan to address:
  - Future program goals and objectives
  - Continued leadership buy-in
  - Resource requirements

CE Training Vision

Multimedia Products

- **Air Force Qualification Training Packages (AFQTPs)**
- **Interactive Career Development Courses (CDCs)**
- **Electronic End-of-Course (EOC) testing**
- **3-level Apprentice, Computer Based Training**

CE Training Vision

Objective 1: Develop and maintain effective strategies for building, modifying, and delivering AFQTPs

Background

- **Step-by-step procedure for task performance**
- **Mandatory use -- core and diamond tasks**
- **Standardizes training throughout the Air Force**
- **Ensures task requirements are covered sufficiently**
- **Published through HQ AFCESA**
- **Media dependent upon task difficulty/importance**

CE Training Vision

Strategies

- **Gain continued leadership support for overall program objectives and goals**
- **Review/revise existing AFQTP requirements annually**
- **Determine/develop new requirements**
  - **Scheduled Utilization and Training Workshops (U&TWs) will likely identify <u>additional</u> AFQTP requirements**
- **Determine annual budget requirements--resource accordingly**

CE Training Vision

Concerns

- **Program development funded through FY 99**
- **No “programmed” AFQTP resource support for continued maintenance and development**
- **Manning limitations make continued program maintenance near impossible**
  - **Contract support needed to accomplish objective**

CE Training Vision

Objective 2: Develop and maintain effective strategies for building, modifying, and delivering Interactive Career Development Courses (CDCs)

Background

- **Initial vision -- "Electronic Page Turner only"**
  - **On-line by 1998--No Dual Track**
- **Revised vision-- "Greater degree of interactivity"**
  - **On-line by 2001--Dual track system**
- **CDC development began Oct 97**
  - **Enrollees given paper or CD ROM option**
    - **Exception--Operation Management AFS (3E6X1) is CD ROM only**
  - **Electronic CD ROM version "only" by 2003/04**

CE Training Vision

Strategies

- Coordinate AFCESA, ECI, 366 TRS and field efforts
  - Ensure product standards meet ECI requirements
  - Identify/secure annual funding
  - Develop/implement field marketing strategy
- Determine developmental hardware/software requirements -- resource accordingly
- Maintain CDC writer capabilities (training as needed)
- Develop /Maintain tech support capability (Contract)
- Secure manpower to ensure dual track development
  - Consider -- 179 day TDYs, AGR/stat tours, etc
- Determine annual budget requirements

CE Training Vision

Concerns

- No programmed resource support for technical assistance, hardware/software improvements, duplication/distribution, and product development
  - No formalized tech support for writers/reviewers
  - CD ROM duplication efforts not funded--ECI funds paper only
- 366 TRS manning limitations block “dual track” vision
  - Two writers (per AFS) required to sustain vision
- Additional coordination with ECI required
  - Recent ECI leadership changes offer new development strategies

CE Training Vision

Objective 3: Establish and maintain strategies for developing Electronic End-of-Course (EOC) testing

Background

- **Development began FY 97--interactive tests built for:**
  - **ECI distributed, end-of-course test use**
  - **Inclusion into CerTest as “pre-evaluation” tool**
- **Deliver to Test Control Facilities (TCF) summer 99**
  - **50% of TCFs can administer electronic tests**
  - **Student elects “paper or plastic” test option upon enrollment--contingent on TCF capabilities**
- **AFPC considering CE initiatives to build system for future “AF wide” expansion (WAPS testing)**

CE Training Vision

Strategies

- Coordinate AFCESA, ECI, 366 TRS and field efforts
  - Ensure product standards meet ECI requirements
  - Identify/secure annual funding
  - Develop/Implement field marketing plan
- Continually assess applicable hardware/software requirements -- resource accordingly
- Maintain “contract” developmental capabilities
  - Required program updates/tech support
  - Program scope beyond AFCESA or 366 TRS capability

CE Training Vision

Concerns

- No programmed resource support for technical assistance, hardware/software improvements, and product development
  - CE must self-sustain test development efforts
    - Considered a lone wolf--ECI not funded for bulk of initiative
    - Must purchase CD ROMs for ECI distribution
- Additional coordination with ECI now required
  - Recent ECI leadership changes offer new development strategies

CE Training Vision

Objective 4: Develop and maintain 3-level Apprentice, Computer Based Instruction (CBI) program

Background

- **1993--Partnered with AETC to develop CBI initiative for Power Pro AFS; Reduced course length 52 hours**
  - **Saved dollars--increased efficiencies**
  - **Self-paced program motivated students**
- **Nov 98--MAJCOM CBI workshop recommendations**
  - **FY 00--Place Common Core block into all courses**
  - **Identify “stand-up” blocks of instruction (remaining courses) conducive to CBI goals**
  - **Implement changes--Re-invest savings into course**

CE Training Vision

Strategies

- Build “Common Core” instruction into courses
  - Review remaining curriculums for additional CBI considerations/opportunities
- Determine hardware/software requirements
  - Resource initial purchases
  - Program upgrades as required
- Maintain course developer capabilities
  - Provide training opportunities as required
- Develop/maintain technical support capabilities
  - Software problems, development questions, etc.
- Determine annual budget requirements

CE Training Vision

Concerns

- **No programmed resource support for technical assistance, hardware/software improvements, duplication/distribution, and product development**
- **Current CE vision not financially supported**
  - **Test program partnered by AETC & CE--AETC budget was slashed after initial dollars**
  - **CE continued to support the objective with non-programmed dollars**
  - **Without continuing O&M support, vision will suffer**

Course Priorities

PRIORITY	COURSE	PRIMARY AUDIENCE
	AFSC Awarding Courses	
A	J3ABR3E031-005 Electrical Systems Apprentice	1-Level Electrical Trainee
A	J3ABR3E032-005 Electrical Power Production Apprentice	1-Level Power Production Trainee
A	J3ABR3E131-005 HVAC/R Apprentice	1-Level HVAC/R Trainee
A	J5ABA3E231-000 Pavements & Const Equipment Apprentice	1-Level Pavement & Equipment Trainee
A	J5ABN3E331-000 Structural Apprentice	1-Level Structural Trainee
A	J3ABR3E431-003 Utilities System Apprentice	1-Level Utilities Trainee
A	J3ABR3E432-003 Liquid Fuel Systems Maintenance Apprentice	1-Level Liquid Fuels Trainee
A	J3ABR3E433-002 Environmental Apprentice	1-Level Environmental Trainee
A	J5ABA3E531-000 Engineering Apprentice	1-Level Engineering Trainee
A	J3ALR3E631-007 Operations Apprentice	Operations Trainee
A	X3ABR3E731-006 Fire Protection Apprentice	1-Level Fire Fighter Trainee
A	J5AQN3E831-000 Explosive Ordnance Disposal Apprentice	1-Level EOD Trainee
A	J3ALP3E931-004 Readiness Apprentice	1-Level Readiness Trainee

Course Priorities

PRIORITY	COURSE	PRIMARY AUDIENCE
A	J3ACR3E070-000 Civil Engineer Management Craftsman	All Civil Engineer specialties (except Fire, EOD, and Readiness) preparing for 7-Level upgrade
A	X3ACR3E771-000 Supervisory Firefighter	Fire Fighters preparing for 7-Level upgrade
A	J3ACP3E871-000 EOD Craftsman	EOD Craftsmen preparing for 7-Level Upgrade
A	J3ACP3E971-000 Readiness Craftsman	Readiness Craftsmen preparing for 7-Level upgrade
	Courses leading to Certification	
A	J3AZR3E453-003 Pest Management Certification	5/7-Level and Civilian Pest Managers
A	J3ARR3E453-002 Pest Managers Recertification	5/7-Level Environmental Craftsmen and Civilian Equivalents
A	J3AZR3E472-000 Liquid Fuel Storage Tank Entry - Supervisor	5/7-Level Liquid Fuel Craftsmen
A	X3AZR3E771-012 HAZMAT Train-The-Trainer	Senior Fire Fighters and Readiness personnel responsible to train base populace in all phases of hazardous disposal/clean-up ?
A	J3OZP32E1D-008 Readiness Flight Officer	Readiness Officers
A	J4ART3E453-000 Pest Management Recertification (Mobile)	5/7-Level Environmental Craftsmen and civilian equivalents
A	J4AZT3E451-002 Backflow Prevention Devices Testing	5/7-Level Utilities Craftsmen (Prerequisite to Cert)

Course Priorities

PRIORITY	COURSE	PRIMARY AUDIENCE
	Emergency Response/Contingency Courses	
B	X3AZR3E751-016 Crash Firefighting	3-Level Fire Fighter requiring crash training only
B	X3AZR3E751-015 Structural Firefighting	3-Level Fire Fighter requiring structural training only
B	X3AZR3E771-015 Fire Inspector	7-Level Fire Fighter requiring training in fire inspection and investigation
B	X3AZR3E751-003 Fire Rescue	Fire Fighter Craftsmen requiring advanced rescue procedures training
B	(New Course) HVAC/R Bare Base Equipment	5/7-Level HVAC/R Craftsmen
B	J4AZT3E471-003 Water Distribution (ROWPU) (Mobile)	5/7-Level Utilities Craftsmen
B	J3AZR3E071-102 Bare Base Electrical Systems	5/7-Level Electricians
B	J3AZR3E151-006 Refrigeration and Air Conditioning Systems I	5/7-Level HVAC/R Craftsmen
B	J3AZR3E471-101 Bare Base Water Purification/Distribut Systems	5/7-Level Utilities Craftsmen
B	J3AZR3E072-112 Bare Base Power Generator (Diesel)	7-Level Power Production Craftsmen
B	J4AZP3E371-001 Bare Base Structures Erection	5/7-Level Structural Craftsmen
B	J3AZP3E971-005 NBC Cell OPS	5/7/9-Level Readiness Craftsmen
B	J4AST3E971-005 NBC Cell OPS (Mobile)	5/7/9-Level Readiness Craftsmen

Course Priorities

PRIORITY	COURSE	PRIMARY AUDIENCE
	Other Courses	
C	J3AZR3E051-009 High Voltage Cable Testing and Splicing	5-Level Electricians
C	J3AZR3E051-007 Airfield Approach Lighting, Condenser Discharge	5-Level Electricians
C	J3AZR3E051-008 Electric Distribution Systems Maintenance	5-Level Electricians
C	J3AZR3E052-007 Diesel Engine Overhaul and Gen Set Operation	5-Level Power Production Craftsmen
C	J3AZR3E052-013 Civil Engineering Advanced Electronics	5-Level Power Production Craftsmen
C	J3AZR3E071-001 CE Advanced Electrical Troubleshooting	5-Level Electricians
C	J3AZR3E072-002 Troubleshooting Electrical Power Generating Equip	7-Level Power Production Craftsmen
C	J3AZR3E151-007 Mechanical Systems Electrical/Controls Troubleshooting	5/7-Level HVAC/R Craftsmen
C	J3AZR3E151-008 Refrigeration and Air Conditioning Systems II	5/7-Level HVAC/R Craftsmen
C	J3AZP3E571-000 Contract Construction Inspector	5/7/9-Level Engineering Craftsmen assigned/pending assignment to Inspector position
C	J3AZP3E571-001 Construction Material Testing	5/7/9-Level Engineering Craftsmen
C	J3AZP3E571-002 Construction Surveying	5/7/9-Level Engineering Craftsmen

Course Priorities

PRIORITY	COURSE	PRIMARY AUDIENCE
C	J5AZN3E871-001 Advanced Access & Disablement	5/7-Level EOD Craftsmen
C	J3AZP3E971-003 Advanced Readiness	5/7/9-Level Readiness Craftsmen
C	J4OST32E3D-000 (ABO - - Mobile)	CE Officers and Readiness Craftsmen (Grade E-6 or highe
C	J5AZN3E871-002 Advanced Explosive Ordnance Disposal Mgt & Technology	5/7-Level EOD Craftsmen
C	J4AZT3E052-003 Aircraft Arresting Barriers	5-Level Power Production Craftsmen
C	J3AZP3E571-003 Engineering Design	5/7/9-Level Engineering Craftsmen
C	J4AST3E571-001 Contract Construction Inspector (Mobile)	5/7/9-Level Engineering Craftsmen
C	J4AZT3E052-007 Hook Cable Support Systems	5-Level Power Production Craftsmen
C	J4AZP3E271-000 Pavements Maintenance Inspection and Repair	7-Level P&E Craftsmen
C	J3AZP3E351-003 Metal Layout, Fabrication & Welding	5/7-Level Structural Craftsmen
C	J3AZR3E051-003 Cathodic Protection Maintenance	5-Level Electricians
C	J3AZR3E051-006 JSIIDS Installation and Maintenance	5-Level Electricians
C	(New Course) CE Management (MTT)	7/9 Civil Engineer Personnel

Course Priorities

PRIORITY	COURSE	PRIMARY AUDIENCE
C	J3AZR3E071-000 Fire Alarm	5/7-Level Electricians
C	J3AZR3E151-011 Energy Management and Control Systems Maint	5/7-Level HVAC/R Craftsmen
C	J3AZR3E451-004 Fire Suppression Systems Maintenance	5/7-Level Utilities Craftsmen
C	J3AZR3E472-001 Liquid Fuel System Maintenance Technician	5/7-Level Liquid Fuel Craftsperson
C	J3AZR3E050-000 Work Information Management System (WIMS)	7-Level Operations WIMS Operators
C	J3AZR3E050-001 Civil Engineering Work Estimating	7-Level Operation Craftsmen
C	(New Course) Start, Test & Balance Air Handling System	5/7-Level HVAC/R Craftsmen
C	J4AZT3E451-001 Natural Gas Distribution System Maintenance	5/7-Level Utilities Craftsmen
C	J3AZP3E351-002 Fabricate Welded Pipe Joints	5/7-Level Structural Craftsmen (Experienced Welder)
C	J4AZT3E050-000 Engineered Performance Standards/WIMS	7-Level Operations Craftsmen
C	J3AZP3E351-001 Low Slope Roof Maintenance and Repair	5/7-Level Structural Craftsmen
C	X3OZR32E4-000 Fire Marshal	Base Civil Engineers

Other Issues

Charter Change Recommendations

- **Annually Review Strategic Training Vision**
  - **Page 3, Purpose, add "Review Civil Engineer training vision"**
  - **Page 4, Deliverables, add "Annual assessment of CE community training visions to include all objectives and resources required to meet those visions"**

Other Issues

TDY / PCS (Background)

- Joint Federal Travel Regulation (JFTR) sets training standards
  - 20 + Week courses (100 academic days) is cut-off
  - Considered PCS vs TDY (ARC personnel hit hard)
  - Electrical, HVAC/R, EOD (structures pending)
- 1998 -- Functional community reviewed options
  - CFM, 366 TRS, ARC met to brainstorm solutions
    - Split course into segments (two crs numbers)
    - Attempt change to JFTR
    - Request waivers to policy for courses
- 1998 -- ARC attempts to resolve individually

Other Issues

TDY / PCS (Status)

- Guard and Reserve took differing routes
  - ANG attempted change to JFTR
    - Disapproved -- Additional efforts on hold
  - AFRC attempted waiver to policy for effected schools
    - Disapproved -- Additional effort on hold
- CFM persuing alternate route
  - Present to PRC for joint AD / ARC initiative
  - AF/ILE support viewed as best option for success

Other Issues

Gulfport Training (Background)

- 1995--Structures moved from Sheppard to Gulfport
- Problem surfaced Immediately
  - Production (student output) low (365 vs reg 495)
  - Deficient training -- CFETP requirements not met
- 1998--AETC funds $830K Full implementation canned
    - AETC would not fund 34 manpower positions
    - CE / AETC met to discuss options
- 1999 -- AETC funds $200K for facility modifications
  - Increases output to 495
  - Does little to eliminate training deficiencies

Other Issues

Gulfport Training (Status)

- $200K Facility modification underway -- ECD Oct 99
- Student capacity increasing
  - Annual capacity increased from 365 - 495
  - Starts FY00 -- will take years to regain health
- 87 day course must grow to teach metal working
  - Not MRT resourced
  - Complicated by ITRO
  - Resources not available--CE must give manpower
  - March 99 U&TW validated current requirements
    - Price-out currently underway
    - AETC scheduled to re-negotiate with ITRO

Questions?